



**Northampton Special Act Charter
Drafting Committee**

*David P. Stevens, Chair
Gail L. Perlman
Madeline Weaver Blanchette
Marc Warner
Richard Greene*

*Todd Thompson
William Scher
Thomas Miranda
Megan Murphy Wolf*

*Stephen McGoldrick, Deputy Director, Edward J. Collins, Jr. Center for Public Management,
University of Massachusetts*

Minutes of October 26, 2011 – City Council Chambers – 6:00 pm

Members present: David Stevens, Todd Thompson, Madeline Weaver Blanchette, William Scher, Marc Warner, Thomas Miranda, Richard Greene, Megan Murphy Wolf

Consultant present: Stephen McGoldrick, Deputy Director, Edward J. Collins, Jr. Center for Public Management, University of Massachusetts

Member absent: Gail Perlman

Attending Public: Lachlan Ziegler, videographer for North Street Neighborhood Association

1. Public Comment

There was no public comment.

David Stevens noted a citizen request to link to an outside website. Mr. Stevens answered the request by directing the citizen to the City website page dedicated to the Special Act Charter Drafting Committee.

Todd Thompson questioned the use of a blog.

David Stevens indicated this would be discussed further on in this meeting. Mr. Stevens noted that this Committee is operating under Open Meeting Law, and his personal opinion is that a discussion of the compensation of City Council and who is receiving benefits is not part of the charge of this Committee. Mr. Stevens noted that Management 101 courses teach the need to create a position and benefits, not to involve personalities. This Committee can ask the question "Is this the correct benefit package?"

Todd Thompson noted that the information is not in the public, and this is global with a cost to the City. Mr. Stevens noted that individual information regarding benefits received is not relevant to this discussion.

2. School Governance and Other Elected Officials

- **Deliberate and decide upon composition, term of office, method of election and powers and duties of the legislative body.**

Stephen McGoldrick noted that School Committee is much the same as City Council positions with powers and duties. Education reform placed statutory regulations on the School Committee. The

composition of the School Committee, whether the Mayor should chair the meetings, terms of office at two or four years, and the process for vacancies should all be similar to the City Council questions.

Marc Warner questioned the comparisons and whether there are a general set of peers to compare Northampton to.

David Stevens noted that Agawam and West Springfield are comparable to Northampton for School Committee structure with Mayor as chair. Greenfield is smaller, while Pittsfield, Holyoke and Chicopee are larger. Mr. McGoldrick stated that in 1984-1986, many cities and towns added the Mayor on the School Committee as a voting member. Holyoke recently voted to remain as a 10-member board.

William Scher questioned whether other communities elect their School Committee members. Mr. McGoldrick noted that all other communities use election as the method, excepting Boston.

Todd Thompson questioned the ideal number and best practice nationally. Mr. Stevens noted that the Northampton School Committee has a representative of each of the seven Wards, two at-large representatives and the Mayor to equal a board of ten members.

Richard Greene questioned how long the Mayor has had a vote on the School Committee. Mr. Stevens noted that the Mayor has had the vote, but some did not attend or vote. Mayor Mary Ford ran on a promise to attend and vote at School Committee, as did Mayor Mary Clare Higgins.

William Scher noted a conversation he recently had with Ward 4 City Councilor Pamela Schwartz. Ms. Schwartz indicated to Mr. Scher that her opinion was that the Mayor should be at School Committee and should vote.

David Stevens noted the options for School Committee:

- Mayor to chair and vote
- Mayor to vote only
- Mayor not to chair or vote

William Scher questioned compensation for the Chair of the School Committee, if the Mayor was not Chair. Mr. McGoldrick noted that average School Committee compensation is \$1,500.

Todd Thompson noted that he has lived in Northampton for eight years. He stated his opinion that, without the Mayor as Chair, meetings of School Committee could have been problematic.

Marc Warner noted his concerns of the Mayor's role at School Committee relative to City government. Mr. Stevens noted that the School budget is more than 50% of the City budget.

Marc Warner questioned the potential for a tie in a 10-member board, suggesting that one at-large member be dropped. Mr. Scher suggested that a competitive election would result if all were at-large positions, or as a six-member plus Mayor board. Mr. Stevens noted that Springfield changed from all at-large to City Wards.

William Scher questioned the re-drawing of wards. Mr. McGoldrick stated that Education policy is not Ward-based; Federal courts are debating on municipalities with no ward representation – an example is Chelsea. Mr. Stevens explained, as a member of the recent Reprecincting Committee, that reprecincting would require special elections with separate voting booths and great expense to the City.

Marc Warner stated that, if all School Committee members were at-large, citizens would not know who to contact regarding their specific school issues.

Thomas Miranda questioned whether this committee would take public comment questions or would be just listening at the Public Forum? Mr. Stevens stated that the Public Forum would be for just listening.

Madeline Weaver Blanchette suggested the possibility of the Mayor as Chair, but not as a voting member. Mr. Stevens noted that there were now four options:

- Mayor to chair and vote
- Mayor to chair and not vote
- Mayor to vote only
- Mayor not to chair or vote

William Scher noted that terms of office are presently 4 year terms for Ward members, 2 year terms for At-Large, with staggered terms for Wards 1,3,5, and 7 and Wards 2,4, and 6. Mr. Miranda noted this was good for continuity. Mr. Scher questioned why this is done this way; Mr. Stevens noted he would find out why this was set up this way.

Todd Thompson questioned how to get a name on a ballot. Mr. Stevens noted that a citizen needs 50 signatures. Mr. McGoldrick noted this will be discussed in the section on elections in more detail.

Thomas Miranda noted lines 15-16 of the School Committee handout – "...at the time of election be a voter" should be "resident". Mr. Miranda also questioned the method of filling a vacancy should be the same as for a City Council vacancy. Mr. McGoldrick noted a joint function for that purpose regarding School Committee, with a provision that, if the representative moves from a Ward but is still in the City with less than 6 months left in the term, that representative can serve out the term.

William Scher noted his preference for longer terms. Mr. Stevens noted that the staggered terms help members of the School Committee to understand the history of the decisions and issues. Mr. Warner noted that the alternative view is that residents are encouraged to serve, but may be reluctant to commit to a four-year term.

Stephen McGoldrick stated that State Law dictates powers and duties of School Committee members, but does not mention if an employee of the City could hold office. Mr. Scher questioned what the compensation for School Committee members was? The Clerk was asked to contact Human Resources for this answer.

Clerk's note: HR confirmed \$2,500 per year compensation for School Committee members. Benefits offered are the same as City Councilors.

Stephen McGoldrick noted that discussions regarding the Mayor, City Council and School Committee should not focus on salary and compensation. Ms. Weaver Blanchette noted that the City Council salary is about ½ of the State average, and suggested that a Councilor or School Committee member might have a choice to waive the benefits in lieu of more compensation.

Todd Thompson noted he was not comfortable with benefits to Councilors and School Committee members as City employees. Ms. Weaver Blanchette noted the funds for benefits for these positions could be directed towards roads and clean air. Mr. Thompson questioned the health care benefit, as most in these positions could use their own employer's benefits.

Richard Greene suggested eliminating benefits and raising stipends to a flat amount. Mr. Warner stated that there must be compensation equitable to all.

David Stevens noted that City employees with less than 19 hours are not eligible for benefits – City Councilors and School Committee members give more than 19 hours' service.

Thomas Miranda noted that staggered elections include 18 months, with a 6 month window on votes taken. Mr. Stevens noted that Northampton is one of the better communities regarding compensation.

Madeline Weaver Blanchette noted that, if all were running for election, there might be more interest by voters. Mr. McGoldrick noted this might be more confusing to voters.

Section 4-6: Filling of Vacancies (a) Runner-Up to Succeed to Office

David Stevens stated that he does not like this section regarding the 30% vote; presently the School Committee vacancy tends to be to the person next in vote totals. Mr. McGoldrick noted this could be clarified. Mr. Stevens noted that the present system works well and should be left alone. There have been only three vacancies in approximately 20 years.

Madeline Weaver Blanchette noted that a Ward 3 School Committee member moved to Holyoke.

Marc Warner stated that lines 12-13 of Section 4-6 are unclear. Mr. McGoldrick stated that if the vacancy is between November and January, with the appointment by election begun in January, it would not be necessary to wait. The vacancy could be filled and the representative could serve right away.

- **Deliberate and decide upon what other officials should be elected and broadly define their powers and duties.**

Stephen McGoldrick noted that the only position in Northampton to be elected is the City Clerk, in addition to Mayor, City Council, and School Committee. Mr. Scher questioned the positions of Smith Vocational and Forbes Library. Mr. Stevens stated that those are not part of the Charter. Mr. McGoldrick noted that trust documents are usually tied to special acts. The position of Treasurer was changed to appointed approximately seven years ago.

William Scher noted that the City Clerk was unopposed in recent years. Mr. Warner noted that a race would generate attention to the position.

Thomas Miranda stated that the City Clerk must be someone who knows the City with longevity. This is a very important position. If the position is appointed, it should span at least two or two and a half mayoral terms for a six or twelve year term.

Stephen McGoldrick stated that a City Clerk who serves decades can also be dangerous. Mr. Scher questioned the length of the term of City Clerk.

The question "Should the City Clerk be elected or appointed?" was added to the list of questions for the Public Forum on November 15, 2011.

Richard Greene noted that the City Clerk usually receives the most votes. Citizens do pay attention.

Stephen McGoldrick referred to the handouts regarding whether to elect or to appoint with criteria supporting each argument. The City Clerk must have certain skills; the voter cannot judge performance

of this position. When this position has been changed to appointed in other communities, the incumbent is always grandfathered. This could be changed to be an appointed position upon the retirement of the present City Clerk.

Thomas Miranda noted his concerns that this could be a recipe for failure of the passage of the City Charter if the City Clerk position is changed.

3. The Executive Branch

- **Deliberate and decide upon the executive branch of government and its powers and duties.**

Stephen McGoldrick noted the handout which must be completed for a 2 or 4 year term. Mr. Stevens questioned that the City Council could change the compensation for Mayor in the first eighteen months' of either 2 or 4 year term. Mr. McGoldrick confirmed this.

Stephen McGoldrick noted the prohibition regarding a Mayor is not able to own another business. Mr. Stevens questioned why a Mayor cannot hold a part-time job, but noted that a City expects a full-time Mayor.

Thomas Miranda stated that this is inviting a career politician who would have to give up a position for 4 years.

Marc Warner stated that the Mayor's position must be taken seriously.

Madeline Weaver Blanchette noted lines 7-9 of Section 3-1: "nor shall the mayor be engaged in any other business, occupation or profession during the period of service as mayor."

William Scher questioned whether any other cities have had this prohibition litigated? Mr. McGoldrick stated there have been no litigious actions regarding this prohibition.

Thomas Miranda suggested that a person might own rental properties. Ms. Weaver Blanchette stated that an owner of more than 4 units is considered "in the business".

Marc Warner suggested that line 8 be changed to "...mayor be actively engaged in any other business..."

Madeline Weaver Blanchette stated this could be difficult in a world of online business. Mr. Greene suggested the salary should be higher. Ms. Weaver Blanchette stated that any Mayor should fully disclose all business, property, etc. Ms. Weaver Blanchette stated that the prohibition regarding outside employment might be economically discriminatory. Todd Thompson stated that the position of Mayor is well-compensated. Mr. McGoldrick noted that a requirement of financial disclosure should be enacted as an Ordinance through City Council.

William Scher questioned the history of mayoral positions. Mr. Stevens deferred to Mr. Greene. Mr. Greene noted that Mayor Musante was the first full-time mayor, as were Mayor Ford and Mayor Higgins. Each ran for office every 2 years. All ran with challenges. Mr. McGoldrick noted that Mayors sometimes make different decisions if their terms are 4 years.

Marc Warner noted that the Charter Review Committee had no recommendation regarding the term of the Mayor.

Richard Greene stated that he has recently spoken with four City Councilors. All indicated to Mr. Greene that the position of Mayor should be for 4 years; three Councilors were of the opinion that the position should have a term limit of 2 terms.

Stephen McGoldrick stated that Methuen, Everett and Holyoke have submitted Charters with a Mayoral term of 4 years.

Todd Thompson stated there should not be campaigns every two years. Mr. Scher stated that Councilors should also hold 4 year terms. Mr. Warner noted that there have been acting City Councilors who have run for mayor. Ms. Weaver Blanchette suggested that the mayoral race could be held at a different time, but elections are costly. Mr. Stevens suggested that the At-Large Councilors and Mayor could be 4 year terms as staggered (Mayor in 2011, At-Large Councilors in 2013). Mr. Greene noted that if a Councilor wants to be Mayor, he/she obviously does not want to be a Councilor.

Thomas Miranda questioned whether this would or would not be on the State ballot. Mr. McGoldrick stated that the Secretary of State does not want local questions on the State Ballot. The city of Greenfield has changed to 3-year terms and the election is held in April. Lawrence and Methuen have term limits.

Madeline Weaver Blanchette stated that the voters should decide this issue. Mr. Scher expressed concerns of excessive executive power. Mr. McGoldrick stated that the balance is the recall provision.

Stephen McGoldrick stated that "Section 3-3: Appointments by the Mayor" can be controversial. This gives the Mayor authority. Mr. Thompson stated his understanding from the first meeting of this Committee that this Committee intended to modify the "strong mayor". Mr. Stevens stated that the Committee was in discussion for a "strong mayor, strong Council".

Thomas Miranda stated that the mayor could be in the arena with mayoral appointments, or the mayor could attempt to sway and make motions which could change the dynamics.

Madeline Weaver Blanchette stated that this could be on the agenda of the Public Forum. Mr. Stevens questioned the appropriateness in that the Mayor could make a motion. Ms. Weaver Blanchette did not have the impression that it was this Committee's mandate to strengthen the Mayor's position.

David Stevens asked Megan Murphy Wolf if she had anything to add to this discussion. Ms. Wolf stated she was just following the discussion and had nothing to add at this time.

Todd Thompson stated that Section 3-3 affects the balance of power between the Mayor and the community. Mr. Miranda noted line 13 states "...the consent of the mayor..." Mr. McGoldrick noted this area could be litigious. Mr. Stevens stated this would be as a notice to the mayor, as in, the mayor would be fully advised. Mr. McGoldrick noted that HR policies hold that the Mayor appoints department heads, but may not "consent".

Marc Warner stated this was micro-managing. Mr. Green stated that HR keeps employment files and if there was a problem, a department head should advise the Mayor of such an issue. Mr. Stevens noted that a Mayor should be informed by department heads, while the department heads handle the discipline and supervision of their employees.

Stephen McGoldrick noted that these provisions can be preventative for holdovers on boards and commissions. Appointments could also be temporary for 90 days.

David Stevens asked the Clerk to note Sections 3.5 – 3.9 forward to the next meeting on November 9, 2011.

4. Discussion of Public Hearing – Tuesday, November 15, 2011 at 6:30 p.m. in City Council chambers, NCTV will televise.

David Stevens asked for suggestions on how to publicize the Public Forum.

William Scher stated that it is a tough task to get the word out about this Public Forum. Mr. Scher would like to see a press release, letter to the Gazette, notice on Facebook and Twitter, email lists, notice to PTO and Wards. If this sells as a dry topic, there will be no attendance. The Committee should pull out three hot topics. People are interested in executive power and term limits for the Mayor.

Richard Greene suggested a front page story in the Gazette; Bob Flaherty is a good contact.

Madeline Weaver Blanchette suggested posting notices at all polling stations on November 8, 2011.

David Stevens stated that volunteers are needed for these items. The hearing notice will be posted with requests for written or verbal comments from the public. Mr. McGoldrick stated that Holyoke did a Public Forum in which members of the Committee had roles for pro and con of each argument.

Thomas Miranda noted the importance of listening to the perspectives of the public. There might be a general opening statement by the Chair.

Marc Warner suggested the notice give the premise of a full house, i.e., “something’s going to happen” at this meeting, such as a vote.

The Clerk noted that a vote must be publicized on the agenda.

Stephen McGoldrick suggested inviting those citizens previously and currently involved in City government.

The Clerk was instructed to add “including, but not limited to” on the Public Forum list of questions to be discussed.

William Scher volunteered to write the press release, a letter to the Editor of the Gazette, and to notify WHMP, and other radio and/or TV.

Madeline Weaver Blanchette volunteered to create the posters, once the press release is done. David Stevens stated Ms. Weaver Blanchette could bring the posters to Wendy Mazza before November 8, 2011. Richard Greene volunteered to deliver each poster to the polling locations, if Ms. Weaver needed more time.

Madeline Weaver Blanchette noted that the Ward 3 Association scheduled a meeting for November 15, 2011, but she will talk to the members, perhaps encouraging them to attend this Committee’s Public Forum instead!

Marc Warner stated that the questions should have information for both sides of the arguments. David Stevens stated that this could be finalized at the November 9, 2011 meeting.

Stephen McGoldrick stated that this Committee is about halfway with the process. The next meeting will include discussion of elections, eliminating preliminary elections and the recall process.

Todd Thompson questioned the use of a blog. David Stevens noted that the Clerk has set up a webpage for this Committee on the City website. Mr. Thompson noted the use of a blog would allow more discussion and public contact.

David Stevens stated that a blog under one member appears to be sanctioned by the Committee as an official site. There are too many issues with Open Meeting Law and correct archiving of documents related to this Committee. The webpage, email or mail from citizens will all be captured on record for this Committee.

William Scher stated that individuals can let their contacts know about the Public Forum through social media. Mr. Stevens reminded the Committee members that this Committee must follow the formal process and have complete transparency. There may be reason to hold a second public hearing.

At 8:15 p.m., Thomas Miranda moved to adjourn and was seconded by William Scher. The vote passed unanimously (8-0).

*Respectfully submitted,
Mary L. Midura
Executive Secretary*

5. NEW BUSINESS – *Reserved for topics that the Chair did not reasonably anticipate would be discussed.*

Adjourn

Comparison of School Committees

Municipality	2008 Estimated Pop.	Legis- lative Body Size	School Cmte Size	School Cmte District Reps	School Cmte At-Large Reps	School Cmte Term	Mayor on School Cmte	Mayor Chairs School Cmte
AWAM	28,091	11						
AMESBURY	16,584	9						
ATTLEBORO	42,833	11	9	3	6	2		
BARNSTABLE	46,184	13						
BEVERLY	39,343	9	7	6		2	Yes	No
BOSTON	620,535	13						
BRAINTREE	35,294	9						
BRIDGEWATER	27,218	9						
BROCKTON	93,007	11	8	7		2	Yes	Yes
CAMBRIDGE	105,596	9						
CHELSEA	41,577	11	9	8	1	2	N/A	N/A
CHICOPEE	54,941	13						
EASTHAMPTON	16,195	9	7	0	6	2	Yes	No
EVERETT	37,353	18 & 7	9	6	3	2	No	No
FALL RIVER	90,931	9						
FITCHBURG	42,215	11	7		6	2	Yes	Yes
FRANKLIN	32,148	9	7		7	2	N/A	N/A
GARDNER	20,682	11	7		6	4	Yes	Yes
GLOUCESTER	30,243	9						
GREENFIELD	17,828	13	9		8	3	Yes	Yes
HAVERHILL	61,275	9						
HOLYOKE	39,947	15						
LAWRENCE	70,014	9					Yes	Yes
LEOMINSTER	41,055	9	9	5	3	2	Yes	No
LOWELL	103,615	9	7		6		Yes	Yes
Lynn	86,957	11	7	0	6	2	Yes	Yes
MALDEN	55,597	11						
MARLBOROUGH	37,932	11					Yes	Yes
MEDFORD	55,573	7					Yes	Yes
MELROSE	26,708	11					Yes	No
METHUEN	44,055	9						
NEW BEDFORD	91,365	11	7		6	2	Yes	Yes
NEWBURYPORT	17,542	11	7		6	2	Yes	Yes
NEWTON	82,139	24	7		6	2	Yes	Yes
NORTH ADAMS	13,711	9						
NORTHAMPTON	28,379	9	10	7	2	2	Yes	Yes
PALMER	12,933	9						
PEABODY	51,331	11						
PITTSFIELD	42,652	11						
QUINCY	92,339	9	7		6	2	Yes	Yes
RANDOLPH	30,082	9						
REVERE	60,204	11						
SALEM	41,256	11						
SOMERVILLE	75,662	11	9	8		2	Yes	No
SOUTHBRIDGE	16,852	9						
SPRINGFIELD	155,521	13						
TAUNTON	55,702	9						
WALTHAM	60,236	15	7		6	2	Yes	Yes
WATERTOWN	32,365	9	7		7		N/A	N/A
WEST SPRINGFIELD	27,459	9						
WESTFIELD	42,125	13						
WEYMOUTH	53,261	11	7		6	4	Yes	No
WINTHROP	17,943	9						
WOBBURN	36,871	9						
WORCESTER	182,596	11						

SCHOOL COMMITTEE

SECTION 4-1: SCHOOL COMMITTEE

(a) Composition, Term of Office – There shall be a school committee which shall consist of X members. X of these members shall be nominated and elected by and from the voters of the city at large and X of these members shall be nominated and elected by ward. The mayor shall serve, by virtue of office, as the seventh member of the school committee with all of the same powers and duties as the members elected by the voters as school committee members.¹

(b) Term of Office – The term of office for the X school committee members elected by the voters as school committee members shall be for four years each, beginning on the first Monday after the first Tuesday in January in the year following their election, and until their successors have been qualified.

(c) Eligibility – A school committee member shall at the time of election be a voter. If a school committee member removes from the city² during the term for which elected such office shall immediately be deemed vacant and filled in the manner provided in section 4-6.

SECTION 4-2: SCHOOL COMMITTEE CHAIR

(a) Election and Term – As soon as practicable after the school committee members-elect have been qualified following each biennial city election, as provided in section X-X, the school committee shall organize by electing one of the persons elected to the office of school committee member to serve as school committee chair.³

(b) Powers and Duties – The school committee chair shall preside at all meetings of the school committee, regulate its proceedings and shall decide all questions of order. The school committee chair shall appoint all members

¹ Assumes mayor is on the school committee

² Or a ward, if elected by ward

³ Assumes if mayor is on school committee, he is not chair

of all committees of the school committee, whether special or standing. The school committee chair shall have the same powers to vote upon all measures coming before the school committee as any other member of the school committee. The school committee chair shall perform such other duties consistent with the office as may be provided by this charter or by vote of the school committee.

SECTION 4-3: PROHIBITIONS

No member of the school committee shall hold any other city office or city employment for which a salary is payable from the city treasury. No former member of the school committee shall hold any compensated appointed city office or city employment until one year following the date on which such member's service on the school committee has terminated. This provision shall not prevent a city officer or other city employee who has vacated a position in order to serve as a member of the school committee from returning to the same office or other position of city employment held at the time such position was vacated; provided, however, no such person shall be eligible for any other municipal position until at least one year following the termination of service as a member of the school committee.

SECTION 4-4: COMPENSATION⁴

The city council may, by ordinance, establish an annual salary for members of the school committee. No vote increasing the salary of school committee members shall be effective unless it shall have been adopted during the first eighteen months of the term for which school committee members are elected and it provides that such salary is to take effect upon the organization of the city government following the next municipal election.

SECTION 4-5: SCHOOL COMMITTEE POWERS AND DUTIES

The school committee shall have all powers which are conferred on school committees by general laws and such additional powers and duties as may

⁴ Benefits?

be provided by the charter, by ordinance, or otherwise and not inconsistent with said grant of powers conferred by general laws. The powers and duties of the school committee shall include the following:

- 1) To elect a superintendent of the schools who shall be charged with the administration of the school system, subject only to policy guidelines and directives adopted by the school committee and, upon the recommendation of said superintendent, to establish and appoint assistant or associate superintendents as provided in section fifty-nine of chapter seventy-one of the General Laws;
- 2) To make all reasonable rules and regulations for the management of the public school system and for conducting the business of the school committee as may be deemed necessary or desirable;
- 3) To adopt and to oversee the administration of an annual operating budget for the school department, subject to appropriation by the board of aldermen. The school committee shall have general charge and superintendence of all school buildings and grounds and shall furnish all school buildings with proper fixtures, furniture and equipment. The school committee shall provide ordinary maintenance of all school buildings and grounds; unless a central municipal maintenance department which may include maintenance of school buildings and grounds is established in accordance with law. Whenever the school committee shall determine that additional classrooms are necessary to meet the educational needs of the community, at least one member of the school committee, or a designee of the school committee, shall serve on the agency, board or committee to which the planning or construction of such new, remodeled or renovated school building is delegated.

SECTION 4-6: FILLING OF VACANCIES

(a) Runner-Up to Succeed to Office – If a vacancy shall occur in the office of school committee member the vacancy shall be filled in descending

1 order of votes received by the candidate for the office of school committee
2 member at the preceding city election who received the highest number of
3 votes without being elected, provided such person remains eligible and
4 willing to serve and provided such person received votes at least equal to
5 thirty percent⁵ of the vote total received by the person receiving the highest
6 number of votes for the office of school committee member at the said
7 election. The city clerk shall certify such candidate to the office of school
8 committee member to serve for the balance of the then unexpired term,
9 provided, however, if the vacancy occurs during the first twelve months of
10 the term for which school committee members are elected the person so
11 chosen shall serve only until the next biennial election at which election the
12 remainder of the term shall be filled by the voters. If a vacancy shall occur in
13 the office of school committee member during the last six months of the
14 term for which school committee members are elected, such vacancy shall
15 be filled by the person at the biennial city election who receives the highest
16 number of votes for the office of school committee member and who is not
17 then serving as a member of the school committee. Such person shall
18 forthwith be certified and shall serve for the remaining two months of the
19 current term in addition to the term for which such person was elected.

20 ***(b) Filling of Vacancies By City Council and School Committee -***

21 Whenever a vacancy shall occur in the office of school committee member
22 and there is no available candidate to fill such vacancy in the manner
23 provided in section 4-6 (a), the president of the city council shall, within
24 thirty days following the date of such vacancy, call a joint meeting of the city
25 council and the school committee to act to fill said vacancy. Persons elected
26 to fill a vacancy by the city council and school committee shall serve only
27 until the next regular election at which time the vacancy shall be filled by the
28 voters and the person chosen to fill such vacancy shall forthwith be sworn

⁵ Or another percentage

1 and shall serve for the remainder of the unexpired term in addition to the
2 term for which elected. Persons serving as school committee members under
3 this section shall not be entitled to have the words "candidate for reelection"
4 printed against their names on the election ballot.

5

DRAFT

Wilkes, Brent A., ed. Managing Small Towns: A Primer on Municipal Management For Towns With Populations Under 20,000. Boston: Massachusetts Municipal Association, 1986.

14. SHOULD TOWN OFFICES, BOARDS, COMMITTEES, AND COMMISSIONS BE ELECTED OR APPOINTED?

The method by which local officials are selected to serve the town can have an important impact on management capacity. In government in general, key offices and boards which exercise considerable discretion and formulate general policy are usually elected, e.g., governors and legislators at the state level, selectmen and school committee members at the municipal level. These positions are usually the most visible to the public and are elected in part because: (1) their judgment should reflect that of the majority of people; and (2) general leadership qualities are required rather than specific technical skills. Positions which do require a specific skill or experience or provide a specific service are usually appointed. At the local level, for example, police chiefs, fire chiefs, accountants, and highway superintendents are almost always appointed. Most positions in local government must be appointed; few positions must be elected. In general, the ballots of small towns should be short, reserving for the electoral process only the most important policy making bodies of the town.

The election of many local officials evolved as the best way to limit political patronage and ensure individual accountability. Originally, the requirements of the positions were such that rigid qualifications were unnecessary; most people were able to learn on the job. However, many of the positions now require considerable expertise and should be filled by persons previously qualified by education and experience. The following discussion contains the major arguments for appointing, rather than electing, when there is a choice in the method of selection.

Why Local Officials Should be Appointed, When Possible

Local officials should be appointed whenever possible for the following reasons:

(1) Through the appointment process, there is a greater likelihood of ensuring that only qualified persons will serve in the positions. Minimum qualifications may be developed for such positions. The development and strict adherence to minimum qualifications are essential when appointing officers that were formerly elected.

(2) When the positions are appointed there is a mechanism by which to ensure coordination between the selectmen and the functions of town government. The selectmen, responsible for the overall management of the town, can ensure that there is a closer coordination among local officials.

(3) Town officials, if appointed, can still be held accountable through the selectmen. The members of the board of selectmen should be evaluated, in part, on their ability to attract

and maintain qualified persons to serve the town. The selectmen are also the most appropriate vehicle by which to evaluate the performance of the various administrative positions, since they are closer and more aware of the actual performance of the persons serving in the positions.

(4) The potential problem of political patronage can be avoided by creating strict job descriptions for each appointed position requiring the appointment of persons who meet the minimum qualifications of the position.

Why Various Administrative Positions Should Not be Elected

While there are good reasons for appointing certain officials, there are also complementary reasons why they should not be elected.

(1) The election of a person to a position does not necessarily ensure that the best person is selected for the position. Voting for the less visible local positions (e.g., treasurer, collector, clerk) is difficult for citizens since in many cases they do not understand either what is necessary for the position or what the candidates' capabilities are. Experience in Massachusetts towns has indicated that the voting for such positions is often more of a popularity contest than a critical review of qualifications.

(2) Experience in Massachusetts also indicates that there is little competition in most local elections. This negates the benefits of selection through election because the voter is often not offered a choice at the election. Since minimum qualifications are not established for elected positions, there is no guarantee in situations where there is only one candidate for the position that the candidate is qualified or appropriate for the position. Thus, in many small towns, the management capacity of key administrative positions within the town is left to chance in an election which presents very little, if any, choice for the voter.

(3) The responsibilities of many positions are such that they are not well suited to the electoral process. Elections should be held for positions with only a general outline of responsibilities so that judgment and policy perspective are the major criteria for selection. However, many local government positions involve specific tasks and duties requiring special knowledge and technical expertise. For example, the criteria for selection of a town treasurer need not emphasize political outlook or philosophy, because the treasurer is only responsible for very specific tasks and does not exercise significant political influence. The criteria for selection of a treasurer should emphasize knowledge of finance and banking practices, since it is within this context that the person will perform the duties of the position. The more appropriate method of selection for administrative technical positions in town government is, therefore, appointment since the specific requirements for the job can be specified and obtained.

(4) When many of the administrative positions in town government are elected, there is no guarantee that those elected to the positions will act as a team and cooperate with each other. This is an important consideration in the development of programs which involve

several elected officials. For example, if the selectmen want to develop a cash management program in the town, they may have to rely on the cooperation of an independently elected treasurer and collector. If these persons choose not to cooperate, the selectmen will be unable to proceed and such a plan cannot be developed. Thus, while the responsibility for generating revenue for the town is vested, in part, with the selectmen, the board will be unable to accomplish its objectives if independently elected and accountable officials choose not to cooperate. Such situations are not uncommon throughout the state and impair the capability of towns to develop programs and accomplish specific goals and objectives.

(5) It is difficult for voters to review the performance of an elected administrative officer because the responsibilities of the position are so interrelated with other positions in town government. The selectmen (or town manager or administrator) are in a better position to pinpoint the sources of problems within any town government, than the voter who has difficulty distinguishing the activities of the officers of the town. For example, if a town is experiencing problems with its cash flow and must borrow more often than might be necessary, it is difficult for the voter to determine whether the source of the problem is with the collector of taxes, the treasurer, the accountant, or the department heads. The selectmen, familiar with the day-to-day activities of the government, are in a better position to locate the problem. Therefore, they are a more appropriate body to monitor the performance of such officials and to select persons to fill the positions.

(6) Selection by election excludes (from administrative positions) many qualified persons who would not run for office but would accept appointment. While the offices of selectmen and school committee may require persons who are comfortable in public debate and visibility, such requirements are not necessary for positions such as the tree warden. Selection by election should not be required unnecessarily since it can serve to exclude candidates who may be appropriate for administrative positions which are not directly in the public eye.



Framework for considering elected and appointed offices

Rev 05.12.11

Below are eight criteria supporting a position or board being elected and eight criteria supporting one being appointed. The criteria are essentially opposites of each other. Where one increases, the other decreases, and vice-versa.

Note that few if any positions or boards will fall entirely in one column or another, and most will fall in the middle on some criteria. The general purpose of this list is to provide a framework for discussing each position or board on its own terms and deciding what is the best fit for the particular community.

Criteria supporting a position or board being ***ELECTED***	Criteria supporting a position or board being ***APPOINTED***
1. It has significant policy-making responsibility.	1. It has minimal policy-making responsibility.
2. It has few ministerial responsibilities and tasks whose performance is guided almost entirely by statute.	2. It has many ministerial responsibilities and tasks whose performance is guided almost entirely by statute.
3. Someone with little training or expertise in its area of work could quickly and easily become effective in the work.	3. Someone with little training or expertise in its area of work would have significant difficulty in performing the work effectively, potentially creating significant risks for the community.
4. Its role and tasks are easily and widely understood by the public.	4. Its role and tasks are complicated and NOT easily and widely understood by the public.
5. The nature of the position or board's role makes it relatively simple for the public to evaluate the performance of its non-policy-making duties (for example, efficient use of resources, etc.).	5. The nature of the position or board's role makes it relatively difficult for the public to evaluate the performance of its non-policy-making duties (for example, efficient use of resources, etc.).
6. The position or board is helpful as a check or balance against another center of power in the community.	6. The position or board is not needed as a check or balance against another center of power in the community.
7. It is not critical to the effective and efficient functioning of the government for this position or board to cooperate regularly with other officials.	7. It is critical to the effective and efficient functioning of the government for this position or board to cooperate regularly with other officials.
8. In the particular community in question, election for the position historically produces a very competitive race between highly-qualified candidates.	8. In the particular community in question, election for the position historically produces little or no competition and few or no highly-qualified candidates.

EXECUTIVE BRANCH

**Section 3-1: MAYOR: QUALIFICATIONS; TERM OF OFFICE;
COMPENSATION; PROHIBITIONS**

(a) Mayor, Qualifications – The chief executive officer of the city shall be a mayor, elected by and from the voters of the city at large. Any voter shall be eligible to hold the office of mayor. The mayor shall devote full time to the office and shall not hold any other elective public office, nor shall the mayor be engaged in any other business, occupation or profession during the period of service as mayor.

(b) Term of Office – The term of office of the mayor shall be X years beginning on the first Monday after the first Tuesday in January following the biennial city election at which chosen and until a successor is qualified.

(c) Compensation – The city council shall, by ordinance, establish an annual salary for the mayor. No ordinance altering the salary of the mayor shall be effective unless it shall have been adopted in the first eighteen months of the term for which councilors are elected and it provides that such salary is to become effective in January of the year following the next biennial city election.

(d) Prohibitions – The mayor shall hold no other city office or city employment for which a salary is payable from the city treasury. No former mayor shall hold any compensated appointed city office or city employment until one year following the date on which such former mayor's city service has terminated. This provision shall not prevent a city officer or other city employee who has vacated a position in order to serve as mayor from returning to the same office or other position of city employment held at the time such position was vacated; provided, however, no such person shall be eligible for any other municipal position until at least one year following the termination of service as mayor. This prohibition shall not apply to persons covered under the leave of absence provisions of section thirty-seven of

1 chapter thirty-one of the General Laws.

2 **SECTION 3-2: EXECUTIVE POWERS; ENFORCEMENT OF ORDINANCES**

3 The executive powers of the city shall be vested solely in the mayor, and
4 may be exercised by the mayor either personally or through the several city
5 agencies under the general supervision and control of the office of the
6 mayor. The mayor shall cause the charter, the laws, the ordinances and
7 other orders for the government of the city to be enforced, and shall cause a
8 record of all official acts of the executive branch of the city government to be
9 kept. The mayor shall exercise general supervision and direction over all city
10 agencies, unless otherwise provided by law, or by this charter. Each city
11 agency shall furnish to the mayor, forthwith upon request, any information,
12 materials or otherwise as the mayor may request and as the needs of the
13 office of mayor and the interest of the city may require. The mayor shall
14 supervise, direct and be responsible for the efficient administration of all city
15 activities and functions placed under the control of the mayor by law or by
16 this charter. The mayor shall be responsible for the efficient and effective
17 coordination of the activities of all agencies of the city and for this purpose
18 shall have authority consistent with law, to call together for consultation,
19 conference and discussion at reasonable times all persons serving the city,
20 whether elected directly by the voters, chosen by persons elected directly by
21 the voters, or otherwise. The mayor shall be, by virtue of the office, a
22 member of every appointed multiple member body of the city. The mayor
23 shall have a right, as such ex officio member, to attend any meeting of any
24 appointed multiple member body of the city, at any time, including, so
25 called, executive sessions, to participate in the discussions, to make motions
26 and to exercise every other right of a regular member of such body, but not
27 including the right to vote.

SECTION 3-3: APPOINTMENTS BY THE MAYOR

The mayor shall appoint, subject to the review of such appointments by the city council as provided in section X-X, all city officers and department heads and the members of multiple-member bodies for whom no other method of appointment or selection is provided by the charter, excepting only persons serving under the school committee, and persons serving under the city council. All appointments to multiple-member bodies shall be for terms established in accordance with the provisions of section X-X. Upon the expiration of the term of any member of a multiple-member body, a successor shall be appointed in like manner. The mayor shall fill any vacancy for the remainder of the unexpired term of any member of a multiple-member body. All persons classified as department heads shall, subject to the consent of the mayor, appoint, promote and discipline all assistants, subordinates and other employees of the agency for which such person is responsible. All appointments and promotions made by the mayor shall be made on the basis of merit and fitness demonstrated by examination, past performance, or by other evidence of competence and suitability. Each person appointed to fill an office or position shall be a person especially fitted by education, training and previous work experience to perform the duties of the office or position for which chosen.

SECTION 3-4: TEMPORARY APPOINTMENTS TO CITY OFFICES

Whenever a vacancy, either temporary or permanent, occurs in a city office and the needs of the city require that such office be filled, the mayor may designate the head of another city agency or a city officer or city employee, or some other person to perform the duties of the office on a temporary basis until such time as the position can be filled as otherwise provided by law or by this charter. The mayor shall file a certificate in substantially the following form, with the city clerk, whenever a person is designated under this section:

1 I designate (*name of person*) to perform the duties of the office of
2 (*designate office in which vacancy exists*) on a temporary basis until the
3 office can be filled by (*here set out the regular procedure for filling the*
4 *vacancy, or when the regular officer shall return*). I certify that said person
5 is qualified to perform the duties which will be required and that I make this
6 designation solely in the interests of the city of Northampton.

7 (signed)

8 Mayor

9 Persons serving as temporary officers under the authority of this section
10 shall have only those powers of the office indispensably essential to the
11 performance of the duties of the office during the period of such temporary
12 appointment and no others. Notwithstanding any general or special law to
13 the contrary, no temporary appointment shall be for more than ninety days,
14 provided, however, not more than two thirty day extensions of a temporary
15 appointment may be made when a permanent vacancy exists in the office.

16 **SECTION 3-5: COMMUNICATIONS; SPECIAL MEETINGS**

17 **(a) Communications to the City Council** - The mayor shall, from time to
18 time, by written communications, recommend to the city council for its
19 consideration such measures as, in the judgment of the mayor, the needs of
20 the city require. The mayor shall, from time to time, by written
21 communication, keep the city council fully informed of the financial and
22 administrative condition of the city and shall specifically indicate in any such
23 reports any fiscal, financial or administrative issues facing the city.

24 **(b) Special Meetings of the City Council** - The mayor may at any time
25 call a special meeting of the city council, for any purpose, by causing a
26 notice of such meeting to be delivered in hand or to the place of business or
27 residence of each member of the city council. Such notice shall, except in an
28 emergency of which the mayor shall be the sole judge, be delivered at least
29 forty-eight weekday hours in advance of the time set and shall specify the

1 date, time, and location of the meeting and the purpose or purposes for
2 which the meeting is to be held. A copy of each such notice shall,
3 immediately be posted as the general laws relative to such postings shall
4 require.

5 ***SECTION 3-6: APPROVAL OF MAYOR, VETO***

6 Every order, ordinance, resolution or vote adopted or passed by the city
7 council relative to the affairs of the city, except memorial resolutions, the
8 selection of city officers by the city council and any matters relating to the
9 internal affairs of the city council, shall be presented to the mayor for
10 approval. If the mayor approves of the measure the mayor shall sign it; if
11 the mayor disapproves of the measure the mayor shall return the measure,
12 with the specific reason or reasons for such disapproval attached thereto, in
13 writing, to the city council. The city council shall enter the objections of the
14 mayor on its records, and not sooner than ten days, nor after thirty days
15 from the date of its return to the city council, shall again consider the same
16 measure. If the city council, notwithstanding such disapproval, by the
17 mayor, shall again pass the order, ordinance, resolution or vote by a two-
18 thirds vote of the full council, it shall then be deemed in force,
19 notwithstanding the failure of the mayor to approve the same. If the mayor
20 has neither signed a measure nor returned it to the city council within ten
21 days following the date it was presented to the mayor, the measure shall be
22 deemed approved and in force.

23 ***SECTION 3-7: TEMPORARY ABSENCE OF THE MAYOR***

24 ***(a) Acting Mayor*** – Whenever, by reason of sickness, absence from the city
25 or other cause, the mayor shall be unable to perform the duties of the office,
26 the president of the city council shall be the acting mayor.

27 ***(b) Powers of Acting Mayor*** – The acting mayor shall have only those
28 powers of the mayor as are indispensably essential to the conduct of the
29 business of the city in an orderly and efficient manner and on which action

1 may not be delayed. The acting mayor shall have no authority to make any
2 permanent appointment or removal from city service unless the disability or
3 absence of the mayor shall extend beyond sixty days nor shall an acting
4 mayor approve or disapprove of any measure adopted by the city council
5 unless the time within which the mayor must act would expire before the
6 return of the mayor. During any period in which any member of the city
7 council is serving as acting mayor, such councilor shall not vote as a
8 member of the city council.

9 **SECTION 3-8: DELEGATION OF AUTHORITY BY MAYOR**

10 The mayor may authorize any subordinate officer or employee of the city to
11 exercise any power or perform any function or any duty which is assigned by
12 this charter, or otherwise, to the mayor and the mayor may rescind or
13 revoke any such authorizations previously made, provided, however, that all
14 acts performed under any such delegation of authority during such period of
15 authorization shall be and remain the acts of the mayor. Nothing in this
16 section shall be construed to authorize a mayor to delegate his powers and
17 duties as a school committee member¹, the power of appointment to city
18 office or employment or to sign or return measures approved by the city
19 council.

20 **SECTION 3-9: VACANCY IN OFFICE OF MAYOR**

21 **(a) Special Election** – If a vacancy in the office of mayor occurs during the
22 first X year(s) of the term for which the mayor is elected, whether by reason
23 of death, resignation, removal from office, incapacity, or otherwise, the city
24 council shall forthwith, in the manner provided in section X-X, order a special
25 election to be held within ninety days following the date the vacancy is
26 created, to fill such vacancy for the balance of the then unexpired term. If a
27 regular city election is to be held within one hundred and twenty days
28 following the date the vacancy is created a special election need not be held

¹ If the mayor is on the school committee

1 and the position shall be filled by vote at such regular election.

2 **(b) President of Council To Serve As Mayor²** – If a vacancy in the office
3 of mayor occurs in the X year(s) of the term for which the mayor is elected,
4 whether by reason of death, resignation, removal from office, or otherwise,
5 the president of the city council shall become the mayor. Upon the
6 qualification of the president of the city council as the mayor, under this
7 section, a vacancy shall exist in that seat on the city council which shall be
8 filled in the manner provided in section X-X. A president serving as mayor
9 under this sub-section shall not be subject to the restrictions contained in
10 the third sentence of section 3-1(a), nor shall such person be entitled to
11 have the words "candidate for re-election" printed against their name on the
12 election ballot.

13 **(c) Powers, Term of Office** – The mayor elected under Section 3-10(a) or
14 (b) shall have all the powers of the mayor. A person elected pursuant to
15 subsection (a), above, shall serve for the balance of the term unexpired at
16 the time of election to the office. A person chosen pursuant to subsection
17 (b), above, shall serve until the time of the next regular election at which
18 time the person elected to fill the office for the ensuing term of office shall
19 serve, in addition, for the balance of the then unexpired term.

² Could be another councilor if the president is unwilling to serve

Comparison of City CEO Information

Municipality	County	2008 Estimated Census	CEO	Term (for Mayors)	Legislative Body	Legislative Body Size
PALMER	Hampden	12,933	Manager	n/a	Council	9
NORTH ADAMS	Berkshire	13,711	Mayor	2	Council	9
EASTHAMPTON	Hampshire	16,195	Mayor	2	Council	9
AMESBURY	Essex	16,584	Mayor	2	Council	9
SOUTHBRIDGE	Worcester	16,852	Manager	n/a	Council	9
NEWBURYPORT	Essex	17,542	Mayor	2	Council	11
GREENFIELD	Franklin	17,828	Mayor	3	Council	13
WINTHROP	Suffolk	17,943	Manager	n/a	Council	9
GARDNER	Worcester	20,682	Mayor	2	Council	11
MELROSE	Middlesex	26,708	Mayor	4	Aldermen	11
BRIDGEWATER	Plymouth	27,218	Manager	n/a	Council	9
WEST SPRINGFIELD	Hampden	27,459	Mayor	2	Council	9
AGAWAM	Hampden	28,091	Mayor	2	Council	11
NORTHAMPTON	Hampshire	28,379	Mayor	2	Council	9
RANDOLPH	Norfolk	30,082	Manager	n/a	Council	9
GLOUCESTER	Essex	30,243	Mayor	2	Council	9
FRANKLIN	Norfolk	32,148	Administrator	n/a	Council	9
WATERTOWN	Middlesex	32,365	Manager	n/a	Council	9
BRAINTREE	Norfolk	35,294	Mayor	4	Council	9
WOBURN	Middlesex	36,871	Mayor	2	Aldermen	9
EVERETT	Middlesex	37,353	Mayor	2	Council-Alderman	18 & 7
MARLBOROUGH	Middlesex	37,932	Mayor	2	Council	11
BEVERLY	Essex	39,343	Mayor	2	Council	9
HOLYOKE	Hampden	39,947	Mayor	2	Council	15
LEOMINSTER	Worcester	41,055	Mayor	2	Council	9
SALEM	Essex	41,256	Mayor	4	Council	11
CHELSEA	Suffolk	41,577	Manager	n/a	Council	11
WESTFIELD	Hampden	42,125	Mayor	2	Council	13
FITCHBURG	Worcester	42,215	Mayor	2	Council	11
PITTSFIELD	Berkshire	42,652	Mayor	2	Council	11
ATTLEBORO	Bristol	42,833	Mayor	2	Council	11
METHUEN	Essex	44,055	Mayor	2	Council	9
BARNSTABLE	Barnstable	46,184	Manager	n/a	Council	13
PEABODY	Essex	51,331	Mayor	2	Council	11
WEYMOUTH	Norfolk	53,261	Mayor	4	Council	11
CHICOPEE	Hampden	54,941	Mayor	2	Aldermen	13
MEDFORD	Middlesex	55,573	Mayor	2	Council	7
MALDEN	Middlesex	55,597	Mayor	4	Council	11
TAUNTON	Bristol	55,702	Mayor	2	Council	9
REVERE	Suffolk	60,204	Mayor	4	Council	11
WALTHAM	Middlesex	60,236	Mayor	4	Council	15
HAVERHILL	Essex	61,275	Mayor	2	Council	9
LAWRENCE	Essex	70,014	Mayor	4	Council	9
SOMERVILLE	Middlesex	75,662	Mayor	2	Aldermen	11
NEWTON	Middlesex	82,139	Mayor	4	Aldermen	24
LYNN	Essex	86,957	Mayor	2	Council	11
FALL RIVER	Bristol	90,931	Mayor	2	Council	9
NEW BEDFORD	Bristol	91,365	Mayor	2	Council	11
QUINCY	Norfolk	92,339	Mayor	2	Council	9
BROCKTON	Plymouth	93,007	Mayor	2	Council	11
LOWELL	Middlesex	103,615	Manager	n/a	Council	9
CAMBRIDGE	Middlesex	105,596	Manager	n/a	Council	9
SPRINGFIELD	Hampden	155,521	Mayor	4	Council	13
WORCESTER	Worcester	182,596	Manager	n/a	Council	11
BOSTON	Suffolk	620,535	Mayor	4	Council	13

Mary Midura

From: Joanne L. LaGrant
Sent: Tuesday, October 25, 2011 2:28 PM
To: Mary Midura
Subject: RE: School Committee members' benefits

I'm sorry I didn't get back to you sooner, thanks for the reminder.

Of the 9 school committee members, 2 take the health, 1 takes the dental and 1 takes Basic Life.
The City cost per month for the health insurance is: \$1,394.56
No cost to the city for the dental since it is all employee paid.
The City cost per month for the Basic Life insurance is: \$2.85

From: Mary Midura
Sent: Tuesday, October 25, 2011 2:17 PM
To: Joanne L. LaGrant
Subject: FW: School Committee members' benefits
Importance: High

Joanne – The Special Act Charter Drafting Committee is discussing this topic tomorrow night. Can you please answer?

Thanks, really appreciate it!

Mary

From: Mary Midura
Sent: Friday, October 21, 2011 11:06 AM
To: Joanne L. LaGrant
Subject: School Committee members' benefits

Joanne – I was chatting with Susan Wright last night about the Special Act Charter Drafting Committee. Recently, I asked you and you answered what the City Councilors have as benefits, etc. Susan suggested that I should ask the same information of School Committee members' benefits. How many take advantage of the benefits, and are they the same offered to City Councilors. What is the total cost to the City?

Thanks very much! Have a wonderful weekend!

Mary L. Midura, Executive Secretary
Northampton, MA City Council & License Commission
210 Main Street
Northampton, MA 01060
413-587-1210
413-587-1264 fax

office hours: Monday - Thursday 8:30 am-4:30 pm
Friday 8:30 am - 12:00 pm

Mary Midura

To: Special Act Charter Drafting Committee
Subject: FW: Special Act Charter Drafting Committee

Information from Human Resources, City of Northampton.

From: Joanne L. LaGrant
Sent: Thursday, October 27, 2011 3:17 PM
To: Mary Midura
Subject: RE: Special Act Charter Drafting Committee

They receive \$2500 per year.

From: Mary Midura
Sent: Thursday, October 27, 2011 3:14 PM
To: Joanne L. LaGrant
Subject: Special Act Charter Drafting Committee

Joanne – The Special Act Charter Drafting Committee has asked me to request information as to what the School Committee members receive for compensation. You have given me their benefits' information already!

Thanks very much!

Mary L. Midura, Executive Secretary
Northampton, MA City Council & License Commission
210 Main Street
Northampton, MA 01060
413-587-1210
413-587-1264 fax

office hours: Monday - Thursday 8:30 am-4:30 pm
Friday 8:30 am - 12:00 pm